

FRANKLIN COUNTY WELLNESS PROGRAM

- VOLUNTARY WELLNESS PROGRAM, PARTICIPANTS EARN PAID TIME OFF FOR WELLNESS RELATED ACTIVITIES, SCREENINGS, BEHAVIORS ETC.
- TIME DOES NOT ROLL OVER AT THE END OF THE YEAR, PROGRAM YEAR STARTS JULY 1
- ACTIVITY BEHAVIOR PTO ACCRUES IN 3 MONTH PERIODS
- WELLNESS TIME CANNOT BE CASHED OUT, IF PROGRAM PARTICIPANT CHANGES JOB/RETIRES ETC. UNUSED WELLNESS TIME IS LOST
- SYSTEM WOULD BE FLEXIBLE SO THAT THE WELLNESS COMMITTEE COULD MEET PERIODICALLY TO CONSIDER ADDING NEW ITEMS WHICH EMPLOYEES PARTICIPATE IN FOR TIME IN ORDER TO GIVE EVERYBODY THE ABILITY TO EARN TIME WITH SOME PREFERRED ACTIVITY TYPE
- WE WILL BEGIN THE WELLNESS PROGRAM BY OFFERING VOLUNTARY HEALTH RISK ASSESSMENTS WITH LIPID PANEL (BLOOD WORK). THIS WILL INCLUDE FINGER STICK, FASTING LIPID/GLUCOSE PROFILE, HEIGHT/WEIGHT/BODY MASS INDEX (BMI), WAIST CIRCUMFERENCE, AND BLOOD PRESSURE/HEART RATE. THIS INFORMATION WILL BE HELD BY A THIRD PARTY AND THE FCFC WELLNESS COMMITTEE WILL BE PROVIDED WITH A SUMMARY OF RESULTS ONLY.
- MOST OF THE ACTIVITIES OF THE WELLNESS PROGRAM ARE CURRENTLY BASED ON THE HONOR SYSTEM. ANY FRAUDULENT CLAIMS, WILL RESULT IN LOSS OF ANY WELLNESS TIME ACCUMULATION AND SHALL RESULT IN LOSS OF CURRENT AND FUTURE PARTICIPATION IN THE WELLNESS PROGRAM AND MAY RESULT IN DISCIPLINARY ACTION.

- **PAID TIME OFF EARNING RATES**

PREVENTATIVE BEHAVIOR

PTO REWARDS

HEALTH RISK ASSESMENT (includes lipid profile)

4 HOURS

PHYSICAL

2 HOURS

WELLNESS SEMINAR ATTENDANCE

1 HOUR PER SEMINAR

ORGANIZED CHALLENGE EVENT

2 HOURS (CASE BY CASE
DEPENDING ON CHALLENGE
EVENT)

PARTICIPATION IN SMOKING CESSATION PROGRAM

4 HOURS

SUCCESSFUL TOBACCO CESSATION FOR 3 MONTHS

4 HOURS (CAN RECEIVE BENEFIT
FOR UP TO A YEAR; MAXIMUM 16
HOURS FOR ONE YEAR)

FRANKLIN COUNTY WELLNESS PROGRAM

WEIGHT LOSS COMPETITION

8 HOURS FOR WINNER
4 HOURS FOR 2ND PLACE

ACTIVITY BEHAVIOR

PTO REWARDS

ORGANIZED CHALLENGE EVENT 2 HOURS
(EX. 5K RUN, ETC.)

(CASE BY CASE DEPENDING ON
CHALLENGE EVENT)

WALKING, TOTAL 30 MINUTES

.25 HOURS

WORKOUT TIME

(INCLUDING BUT NOT LIMITED TO WEIGHT TRAINING, CYLCING, ELIPTICAL, STAIRMASTER, ETC.)

PER WORKOUT SESSION

.5 HOUR

IF EXCEED 3 VISITS IN ONE WEEK

.5 HOUR PER WEEK BONUS

GROUP EXERCISE (BOOT CAMP, ZUMBA, PILATES, YOGA, SPIN ETC)

ONE CLASS

.5 HOUR

POPS TEST RESULTS (THIS CAN BE DONE ONCE PER YEAR)

35TH PERCENTILE-16 HOURS

50TH PERCENTILE-24 HOURS

75TH PERCENTILE-32 HOURS